



**Forest Crew Supervisor-CF**  
**Pacific Cascade Region**  
**Recruitment # 2006-08-2365**

**AGENCY MISSION AND CHALLENGE:**

The mission of the Department of Natural Resources (DNR) is to provide professional, forward-looking stewardship of our state lands, natural resources, and environment. DNR provides leadership under the Commissioner of Public Lands, an elected official, in creating a sustainable future for the State Trust Lands.

At the DNR, we envision a future in which our human and natural environment provides abundant and diverse social, ecological, and economic benefits for the people of Washington, in this and all future generations. In acting to ensure the vision, we ensure sustainability.

DNR manages over 5 million acres of state-owned land that includes forest, range, commercial, agricultural and aquatic lands. Since 1970 DNR-managed lands have generated \$6 billion that support public schools, state institutions and county services. These lands also provide public benefits that include fish and wildlife habitat, clean and abundant water and public access to outdoor recreation. The DNR operates with a biennial budget of approximately \$400 million and has over 1300 employees. For more information about the department, see the DNR website at [www.dnr.wa.gov](http://www.dnr.wa.gov)

<b>Job Classification:</b>	Forest Crew Supervisor – Correctional Facility
<b>Type of Position:</b>	This is a permanent, full-time position. This position is represented by the WPEA. Once appointed to this position the incumbent will be required to pay union dues or other representation fee within the first 30 days of employment.
<b>Monthly Salary Range:</b>	\$2,712 – \$3,450
<b>Benefits Package:</b>	Health and dental insurance, retirement pension, vacation, sick leave and holidays
<b>Posting Date:</b>	August 2, 2006
<b>Closing Date:</b>	August 16, 2006
<b>Location:</b>	Naselle Youth Camp

**POSITION PROFILE**

The position reports to the DNR Camp Manager 2 who assigns work to the Forest Crew Supervisor and allocates juvenile offenders to the crews. This position is responsible for directing, planning, and evaluating the daily work activities of a juvenile offender work crew at Naselle Youth Camp performing public use construction and maintenance, forest road maintenance, fire suppression and forest management tasks. This position works with the Department of Social and Health Services staff as necessary to identify behavior and performance issues that may arise with juvenile offenders. The position is responsible for the safety and well being of offenders on the job. On wildland fires, supervises the offender crew under the Incident Command System.

Works under the guidance of State and Federal regulations, Agency policies and procedures, and applicable collective bargaining agreements, including:

- Interagency Agreement Between the State of Washington Department of Natural Resources and Department of Corrections and Department of Social and Health Services.
- GL20-001-516 Forest Crew Supervisors Correctional Facilities Duties and Responsibilities.
- Department of Social and Health Services policies and procedures.
- WPEA Collective Bargaining Agreement

**REQUIRED POSITION QUALIFICATIONS**

This position requires the candidate to have the following key knowledge and skills in order to perform the job functions

described above:

- Forest seedling planting
- Forest plantation vegetation management
- Pre-commercial thinning
- Recreation trail and facilities construction and maintenance
- Chainsaw and hand tools use and maintenance
- Wild land fire suppression
- Oral and written communication

These knowledge and skills are demonstrated through the ability to work independently performing varied manual or unskilled labor using established, repetitive processes. Independently organizes, prioritizes and initiates work activities. Decision-making authority is limited to choice of appropriate methods. Guidance is provided in new or unusual situations. Deviation from established methods, or processes requires approval. Work is periodically reviewed to verify compliance with expectations. May perform technical work under explicit guidance.

In addition to content area expertise, this position requires the candidate to have the following knowledge and skills in order to perform the lead worker tasks described in the essential functions above.

- Planning and assigning work, including setting performance standards and expectations
- Evaluating and documenting performance
- Performance feedback and coaching
- Training and development planning
- Employee motivation and performance-based recognition

These knowledge and skills are demonstrated through the ability to work under minimal supervision within established procedures, methods and standards; lead crews of approximately 10 juvenile offenders; use tactical thinking to address various personnel and customer service issues; and implement management goals, strategies, policies, and resource allocation.

All of these skills are **typically** achieved with:

- One year of forestry experience, such as timber faller, forest equipment operator, forest technician, fire fighter, or forest crafts worker; and
- Six months of experience as a lead worker with responsibility for assigning work to other staff, coaching other staff, and evaluating the work product of other staff;

#### **DESIRED POSITION QUALIFICATIONS**

- Reside within one hour of Naselle Youth Camp.
- Resource Boss fire line qualified.
- Technical/professional forestry knowledge and skills which are acquired through the completion of a 2 or 4 year degree in forest management or closely related programs of study.

#### **SPECIAL POSITION REQUIREMENTS AND WORKING CONDITIONS**

- Due to the sensitive and confidential nature of this position, BACKGROUND INVESTIGATIONS will be conducted on successful candidates.
- Successful candidates will be required to meet physical fitness standards for moderate level wildfire suppression work. This requires passing a work capacity test by completing within 30 minutes a 2-mile hike carrying a 25-pound pack. Supervised tests are administered by the Department of Natural Resources.
- Must be 18 years of age at the time of hire.
- Possess and maintain "Red Card" certification for fire line duty at level required for FCS position.
- Work Setting: Work is conducted from the Larch Corrections Center. DNR has workspace at the facility. State Law, DNR and DOC policies restrict use of tobacco or smoking. The ability to perform the duties of this position outdoors in all terrain and all weather conditions, with or without reasonable accommodations. Duties include but may not be limited to working long hours, extended periods of time away from home, lifting more than fifty pounds, running, bending, twisting, walking and/or climbing.
- Equipment: Forest Crew Supervisor's drive a 10 to 12 passenger vehicle to transport crews on freeways, two lane roads and dirt forest roads to the work site. Driving time may extend for over one hour; drives of up to six to eight hours may be required during fire season.
- A current unrestricted driver's license is required and must have two years of driving experience.

## APPLICATION PROCESS

To be considered for this position please submit:

- A letter of interest describing how your experience and qualifications relate to the job profile and the required and desired position qualifications. Indicate in your letter of interest how you learned of this opportunity.
- A completed application – [www.dnr.wa.gov/jobs/stateapp.doc](http://www.dnr.wa.gov/jobs/stateapp.doc)
- A 5-year driving abstract issued from the state in which you are currently licensed.

The first screening will be based on information contained in your letter of interest and your state application.

Submit all materials by the closing date to:

Electronic method preferred	OR other method
judy.hainline@wadnr.gov	Pacific Cascade Region ATTN: Judy Hainline PO BOX 280 Castle Rock WA 98611

**NOTE: Please indicate 2006-08-2365 in the subject line of your e-mail.**

By submitting the application materials you are indicating that all information is true and correct to the best of your knowledge. You understand that the state may verify information and that untruthful or misleading information is cause for removal from applicant pool or dismissal if employed.

Questions? Please contact Rick Smith at 360-484-3223 ext. 221 or e-mail us at [DNRrecruiting@wadnr.gov](mailto:DNRrecruiting@wadnr.gov).

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